Scott. II-97—100,000—42-6-48.

Public Health (1947) Department.

Ms. SERIES.

G.O. No. 3896 P.H.

Dated 27.11.1947

[Despatch Abstract.]

Pub. Sers. - Medical & Pub. Health Sers. - Recruitment & control - Bhore Committee's recommendations - Papers recorded.

Education & Public Health(Special) Dept.

Organization and administration - Recruitment and Control of the Central and Provincial Health Services.

The Health Sur ey and Development Committee has made a number of recommendations regarding the recruitment and control of the Central and Provincial Services. The suggestions are noted on in the sectional notes. From an examination of these it is seen that very little action will be necessary so far as Provincial Government are concerned.

So far as Central Services are concerned - the suggestions are for consideration by the Government of India.

2. The Director of Public Health and the Surgeon General may see the sectional notes and offer remarks U.O.

Sd. x x/23-6-47. A.S.II/Sd.x x /24-6-47.
J.S./25-6-47.

Through D.1 and E.1 Sections. I.PH/S.G.(u.o.)

P.H.U.O.No.49632 Spl/47-1,dt.25-6-47. ---.
(with sectional notes) Office of the Director of Public Health, Madras.

U.O.No.40157-1-E.1,47, dated 18th Ju y 1947.

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Passed on to the Surgeon General with the Government of Madras Please see my remarks in the sectional notes.

Sd. x x
To the Surgeon General D.P.H., Madras.
with the Govt.of Madras,(U.O.).

Office of the Surgeon-General with the Government of Madras,
R.No.56754-El. Madras,6. 28th August 1947.

U.O.

Forwarded. Please see my remarks noted in the Sectional Note:

Sd. x x /For Surgeon-General with the Govt.of Madras.

To the Secretary to Government,
Education & Public Health Department (U.O.),Madras.

Education & Pub.Health(Spl.) Deptt.

The file relates to the Bhore Committee's reco mendations regarding the recruitment and Control of the Central and Provincial services. The main recommendations requiring notice have been examined in the sectional not s below and these are:-

(i) The venue of recruitment to the health services should generally be India.

(ii) For posts in teaching and research institutions recruitment may be made outside the country if men with the required qualifications are not available in India. In this case, the experts obtained should be on short-term contracts and the Public Service Commission should have a voice in the selection; and the experts appointed should train suitable Indians during their perio of contract.

(iii) Recruitment to the Provincial services should be made generally through the Service Commission and the examination shoul include a written test and VIVA VOCE.

(iv) Posts such as those in teaching and research institution should be filled solely on merit and not on the basis of communal representation.

p.t.o.

(v) Recruitment to a certain proportion of posts, that is, 33 1/3 per cent, should be based on merit and appointments in the case of the remaining 66 2/3 per cent may be governed by communal considerations.

(vi) PROMOTION to higher posts should be regulated solely by merit and not by communal considerations.

(vii) A programme of exchange of offiers between the centre and the Province may be planned after mutual consultation.

(viii) For facilitating the scheme of exchange suggested under the previous item a certain proportion of posts in the Provincial cadres should be maintained at a level in respect of salary and status correspodding to those of the Central Services, this proportion to be filled partly by promotion and partly by direct recruitment.

2. Of these recommendations those pertaining to venue of the recruitment, appointments to posts in teaching and research institutions, and promotion to higher posts, (items (i), (iv) and (vi) in para 1 above) embody principles which are acceptable and are in fact already being followed. No specific action will be called for on them.

3. As regards item (ii), that is, recruitment outside India, this will be necessary only when men of the required calibre are not available here for appointment to teaching posts and research institutions. The S.G. has suggested that if suitable, and qualified men are not available from among war service candidates, an advertisement may be made inviting applications for the posts from all over India. The occasion for such appointments will be rare and when it arises, the recruitment will have to be made with reference to the conditions obtaining at the time, and no hard and fast rule regarding methods of recruitment etc will thus be necessary at this stage. The S.G. agrees.

4. Item (iii) relates to recruitment to health services generally. Even now recruitment is made by or in consultation with the Service Commission except in the case of the few posts which have been excluded from the Purview of the Commission.

The Committee suggests a written test and a viva voce as part of the examination. The D.P.H. and S.G. do not consider a written test necessary, but suggest that the viva voce may continue. it is for consideration whether this view may be accepted.

The MPSC. has to be conculted.

5. The suggestion (v) for the recruitment of a proportion of the number of posts, on the basis of pure merit is supported by the S.G. He however thinks that this proportion may be less than 33 1/3 per cent, which is the proportion suggested by the Committee. The acceptance of this basis for recruitment will be against the present governing principle of communal representation in services. In the case of admissions to the Engineering and Medical Colleges the Govt. tried last year as an experimental measure, the reservation of 20 per cent of the number of seats for pure merit. This principle has been abandoned by Govt. this year, by a recent decision of the Cabinet. In the circumstances it is for consideration whether the Committee's suggestion need be pursued.

I agree with S.G. & D.P.H. If this agrees with the existing practice, we may let it continue.

No change need be made in the existing arrangement.

6. The arrangements for an exchange of officers between the Centre and the Province is suggested in item (vii) in para 1 above. Both the D.P.H. and the S.G. support the suggestion. This exchange will have to be only in the case of teaching posts and posts in research

25.9.51

p.t.o.

This was examined recently in D.1. Please put up the papers. Sd. x x

research centres. It is not known whether the Central Govt. is now ready to give effect to the suggestion. The stage for giving effect to a programme of exchange will be reached only when the Centre has a more fully developed health service and when the proposed All-India Medical Institute with its connected institutions becomes an accomplished fact.

A programme of exchange between the provinces may, however, be feasible even now. This too will have apparently to be arranged for in pursuance of all-India policy.

It is for consideration whether the Government of India may be addressed for their views on this suggestion.

7. The suggestion (viii) is that for facilitating the scheme of exchange the scales of pay and status of a number of posts should be on a level with those of the posts in the Central Services. It is considered that it would be wasteful to upgrade posts merely for the purpose of the exchange suggested, and that it would suffice, if the exchange, when it occurs, is adjusted at the level at which it is feasible.

8. The case may be circulated for orders on the suggestions in paragraphs 2 to 7 above.

Please put up the papers regarding to para 6.

Through Dl. & El Sections. Sd. x x25-9-47.

A.S. has in mind apparently the papers in letter No.655, PH. dated the 28th February 1947, dealing with certain suggestions made by the Central Selection Board last year. That body suggested a system of exchange of Professors and teachers BETWEEN PROVINCES, in order mainly to tide over the difficulty experienced by the less advanced Provinces in securing suitable persons for their own needs. It was also suggested that this proposal would promote cultural contacts between Universities and teaching institutions in the different provinces to the benefit of the whole country. The then Surgeon-General doubted whether the system would work in view of the varying cost of living in the different Provinces, the possible reluctance of the officers to work in places distant from their homes and the difficulty of sparing the best officers to other Provincial Governments. The Government concurred in the Surgeon-General's views in the matter and informed the Government of India that they could not see their way to accept the proposal for exchange. The Government however made the suggestion that a system of visits by Professors of eminence might be arranged to Provinces which are in need of their services, and that they might deliver lectures, hold special classes and do clinical and demonstration work in the hospitals during the short periods of their stay in those Provinces.

This seems to be sufficient. x x x x

The Bhore Committee's recommendation is however for an exchange of officers BETWEEN THE CENTRE AND THE PROVINCES. The present Surgeon-General is in favour of this exchange and also exchange as between provinces. An exchange between the Central Government Officers and the Provincial Government officers may be in the interests of the Province as Officers of the highest calibre and qualifications are likely to be in the Central Services. Whatever the nature of the system of exchange, it would have to be worked out only in pursuance of an all-India policy; and it does not appear that any action need be taken until the Central Government move in the matter with concrete proposals. Public and Finance may perhaps, see.

x x

Sd x x/6-10-47. Sd. x x/7-8-47 J.S.

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PH.U.O.No.49632 Spl/47-4, dt.8-10-47.

Pub.(Sers.)Dept.

The notes of the E.&.P.H. Dept. from 'xx' on p. 2 ante and the sectional notes below may be perused. The remarks of this

p.t.o.

this Department have been noted on p. 4 of the sectional notes In regard to other recommendations this Deptt. may generally agree with the views of E. & P.H.

The file may be passed on to Finance.

Sd. x x/18-10-47. Sd. x x 20-10-47. /J.S.

Pub.Ser.U.O.2703/47-1,dated 20-10-47.

Fin.E.III.

E.P.H. have examined on pp.2-6 above and the Sectional noted below. Certain recommendations of the Health Survey and Devt. Committee regarding the recruitment and control of the Central and Provincial Services relating to the Medical and Public Health Departments. This deptt. may generally agree with the views of E.P.H. on pp.2-6 above. The remarks of this deptt. have been added to the p.11 of the Sectional notes below. No special remarks are called for on other portions of the sectional notes.

2. The case may be returned to E.P.H.

Sd. x /6-11-47. Fin.U.O.No.62643 E.III, dt.6-11-47.

E.& P.H. (Spl).

Notes from XX on page 2 ante may be perused.

H.M.(P.H.) may now bee the case for orders on the suggestions contained in those notes.

Sd. x x10/11/47. J.S./Sd. x x10-11-47.

Recommendations of H.S. are approved. Sd. x x /13-11. /H.M.(PH).

The papers may now be recorded Order No.No.3896/PH.dt.27-11-47.

Recorded. Sd. x x 27-11-47.

Public Services - Medical and Public Health Services - Recruitment and Control - Bhore Committee's recommendations - papers recorded.

To the Director of Public Health with reference to his letter-No. 4015-1-El, dt. 18-7-1947.

" Surgeon-General with reference to his letter No.56754-El dated 28-8-47.

/True copy/ K. Padmanabha Rao

Office Assistant,

Madras Record Office.

PSR. 31-12-53.